



Request for City Council Committee Action from the Department of Human Resources

Date: October 23, 2013

To: Council Member Betsy Hodges
Chair, Ways & Means Committee

Subject: Laborers Local 363

Recommendation: Ratification of Tentative Agreement

The Executive Committee recommends approval of the Executive Summary of the collective bargaining agreement between the City and the Laborers Local 363; further recommends that proper City officers be authorized to prepare and execute a collective bargaining agreement consistent with the terms of the executive summary; further recommends that the Employee Services Director be authorized to implement the terms and conditions of the collective bargaining agreement upon its execution.

Department Information

Prepared by: Timothy Giles, Director Employee Services

Approved by: _____
Patience Ferguson, Human Resources Director Paul Aasen, City Coordinator

Presenters in Committee: Timothy O. Giles

Financial Impact

- Other financial impact – Collective Bargaining Agreement

Supporting Information

See Attached Executive Summary

**EXECUTIVE SUMMARY
TENTATIVE AGREEMENT
BETWEEN
CITY OF MINNEAPOLIS
AND
LABORERS LOCAL 363**

Expiration Date: December 31, 2012
Number of Employees in Unit: 380
Annual 2012 Base Payroll: \$19,027,000
*based on demographics on 12/31/12

Market: Internal: Wages - High (Trades); External: Wages - Competitive; Total Compensation – Competitive

Recruitment: No issues identified **Retention:** No issues

Performance management impediments in the CBA: None identified

Tentative Agreement Components:

Duration: 24-month Agreement: January 1, 2013 through December 31, 2014

Economic Issues

- **Effective Nearest Payroll Period to January 1, 2013**
 - 2% schedule enhancement (all components of pay: wages, longevity; premiums; shift differential) for all job titles except apprenticeship pay, Water Operator Certification, Cement Finisher and Public Works Service Worker – 1 (PWSW-1)
 - Increases Cement Finisher wage by 3%
 - Allows step progression
 - Allows longevity progression
 - Establishes Shift Differential of \$1.10 per hour for Plant Service Worker and Water Treatment Operators
 - Continues contribution to IUOE Central Pension Fund
- **Effective 10/20/2013**
 - Increases 2012 wage for PWSW-1 by 1%
 - Eliminates ALL premiums
 - Adds back the following premiums on an “as worked” basis from 1/1/13 wage schedule:
 - Tunnel Pay
 - Miner/Dynamiter
 - Arial Bucket
 - Special license or endorsement to a Commercial Driver’s License - \$1.50 per hour
 - Hazardous Condition pay (Respirator and full encapsulation only)
 - Links the following to PWSW-1
 - Maintenance Crewleader - +3%
 - Lead Asphalt Raker - +3%

- Lead Pipe Layer III - +3%
- Lead Pipe Layer II - +2%
- Lead Pipe Layer I - +1%
- **Effective Nearest Payroll Period to January 1, 2014**
 - Step Progression allowed
 - 2.25% schedule enhancement for all titles and all components of pay: wages, longevity; premiums; shift differential
 - Continues contribution to IUOE Central Pension Fund

Non-economic Issues Effective January 1, 2013

- Final resolution of transitional issues without compromising management rights
- Standardized “Bereavement Leave”
- Allows short-term conversion of vacation leave to compensatory time under certain prescribed circumstances
- Discussed and resolved other operational and logistical issues without compromising management rights
- Makes “Task Assignments” in Solid Waste and Recycling (SW&R) discretionary by SW&R Director
- Continues various operational and enterprise Letters of Agreement